

Aberdeenshire Community Recovery - Equal Opportunities Policy

Policy Statement

Aberdeenshire Community Recovery recognise that in society, many types of discrimination may arise and are committed to achieving equal opportunities in all aspects of their work. It is in the interests of Aberdeenshire Community Recovery to include all sections of society into their membership and to use the skills and experience of all willing to get involved. It is the aim of Aberdeenshire Community Recovery to ensure that no member receives less favourable treatment (either directly or indirectly) on grounds of age, gender, sexual orientation, marital or parental status, race or ethnic origin, religion, disability, social or economic status, health status, or carer status.

1. Our aim is that we will be truly representative of all sections of society and each member feels respected and able to give of their best.
2. We oppose all forms of unlawful and unfair discrimination or victimisation. To that end the purpose of this policy is to provide equality and fairness for all.
3. All members will be treated fairly and with respect and will be helped and encouraged to develop their full potential using their talents and resources available.
4. Our members will not discriminate directly or indirectly, or harass others because of age, gender, sexual orientation, marital or parental status, race or ethnic origin, religion, disability, social or economic status, health status, or carer status.
5. This policy and the associated arrangements shall operate in accordance with statutory requirements. In addition, full account will be taken of any guidance or Codes of Practice issued by the Equality and Human Rights Commission, any Government Departments, and any other statutory bodies.

Our Commitment

1. To create an environment in which individual differences and the contributions of all members are recognised and valued.
2. Every member is entitled to an environment that promotes dignity and respect to all. No form of intimidation, bullying or harassment will be tolerated.
3. Training, development and progression opportunities are available to all members.
4. Aberdeenshire Community Recovery see it as their role to highlight and address discriminatory practice or stigmatising behaviour by third parties, particularly in relation to discrimination because of substance use.
5. All Aberdeenshire Community Recovery practices and procedures will be reviewed to ensure fairness.

6. Breaches of our equality policy will be regarded as misconduct and may result in cancellation of membership.

Responsibilities of ACR Management

Responsibility for ensuring the effective implementation and operation of the arrangements will rest with the management committee. Committee members will ensure that they and members operate within this policy and arrangements, and that all reasonable and practical steps are taken to avoid discrimination. Each committee member will ensure that:

1. all members are aware of the policy and the arrangements, and the reasons for the policy;
2. grievances concerning discrimination are dealt with properly, fairly and as quickly as possible;
3. Third party discrimination towards individuals or groups in relation to substance use within the meeting area is highlighted and addressed.

Responsibilities of ACR Members

Responsibility for ensuring that there is no discrimination rests with all members and the attitudes of members are crucial to the successful operation of this policy. In particular, all members should:

1. comply with the policy and arrangements;
2. not discriminate, victimise, harass or intimidate other members or member groups
3. ensure no individual is discriminated against or harassed because of their association with another individual
4. inform the management committee if they become aware of any discriminatory practice within the group or towards members.

Third Parties

Third-party discrimination or harassment occurs where a member or membership group is harassed by third parties out with the group. Aberdeenshire Community Recovery will not tolerate such actions and see it as their role to highlight and address any discriminatory practice or stigmatising behaviour by third parties.

Grievances

Members have a right to pursue a complaint concerning discrimination or victimisation via Aberdeenshire Community Recovery complaints procedures.